

January 26, 2018

**VIA FEDERAL EXPRESS**

The Department of Workforce Development  
Dislocated Worker Unit  
P.O. Box 7972  
Madison, WI 53707



Office of the Mayor, Appleton, WI  
Timothy Hanna, Mayor  
100 N. Appleton Street  
Appleton, WI 54911

Re: **Notice of Facility Closing**

To Whom It May Concern:

This letter is to inform you, pursuant to any obligation that may be required under applicable federal and/or state law, that Jackson National Life Insurance Company and National Planning Holdings, Inc. (together, the "Company") will close the facility located at 5555 W. Grande Market Drive, Appleton, WI 54913 (the "Facility").

The letter supplements and is in addition to the Company's previous letters regarding this action dated August 30, 2017, December 14, 2017 and January 12, 2018 (the "Prior Notices"). In addition to the layoffs identified in the Prior Notices, the Company also now anticipates that eighty-one (81) additional employees will be separated effective April 17, 2018, July 2, 2018 and December 31, 2018, respectively. A listing of the additional affected positions and termination dates is attached hereto as "Exhibit A," which supplements and is in addition to the lists provided with the Prior Notices.

This action is expected to be permanent. Because the Company does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

Affected employees will be paid all wages and other benefits to which they are entitled (if any) through the remainder of their employment with the Company, up until their date of termination. On or before the effective date of each employee's termination, the Company will provide information concerning benefits available under separate cover to eligible affected employees.

Attached hereto as "Exhibit A" is a list of the eighty-one (81) affected positions at the Facility. No applicable positions are represented by any collective bargaining representative. All affected employees are being notified of their employment terminations at least sixty (60) days before their terminations are scheduled to occur.

This notice is given based upon the best information available to the Company at this time. For further information, please contact Tom Janda, VP Rewards, Jackson National Life Insurance Company at (517) 367-3945 or [tom.janda@jackson.com](mailto:tom.janda@jackson.com).

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Romine". The signature is stylized with a large, looped "S" and a long, sweeping horizontal line at the end.

Scott Romine  
NPH President and CEO

Enclosure (Exhibit A)

## EXHIBIT A

### List of Affected Positions and Number of Affected Employees in Each Job Classification

<u>Affected Position</u>	<u>April 17, 2018</u>	<u>July 2, 2018</u>	<u>December 31, 2018</u>	<u>Grand Total</u>
Account Maintenance Rep	3			3
Administrative Assistant	1			1
Advertising Analyst	1			1
Advisory Operations Rep	2			2
AVP, Commissions			1	1
AVP, Operations, SII		1		1
Broker Dealer Operations Specialist	2			2
Brokerage Services Associate	1			1
Brokerage Svcs Representative	3			3
Client Support Specialist	2			2
Commission Proc & Training Spc	2			2
Commissions Cust Serv Mgr	1			1
Commissions Customer Service Representative	1	1		2
Commissions Process Team Lead		1		1
Commissions Rep Maintenance Associate	3			3
Commissions Support Svc Assoc	1			1
Data Integrity Representative	2			2
Director of Commissions		1		1
Director, Systems Integrity & Reporting			1	1
Facilities Coordinator	1			1
HR Director		1		1
Lead Client Support Specialist	1			1
Manager, Account Maintenance		1		1
Manager, Advertising Review	1			1
Manager, Advisory Operations		1		1
Manager, Brokerage Svcs		1		1
Manager, Business Analysis	1			1
Manager, Comm Rep Maintenance		1		1
Manager, Comm Support Svcs		1		1
Manager, Commissions Processing		1		1
Manager, General Operations		1		1
Manager, IA Compliance	1			1
Manager, New Account Svcs		1		1
Manager, NPH Prod Maintenance		1		1

<b><u>Affected Position</u></b>	<b><u>April 17, 2018</u></b>	<b><u>July 2, 2018</u></b>	<b><u>December 31, 2018</u></b>	<b><u>Grand Total</u></b>
Manager, Regional IT			1	1
Manager, Registration Unit	1			1
Manager, Sales Supervision	1			1
Manager, Transitions, NPH	1			1
Mgr, Surveil & Disp Resolution	1			1
New Account Services Rep	1			1
Office Services Administrator		1		1
Office Services Associate	1			1
President & CEO, SII			1	1
Product Maintenance Rep	2			2
Sr Advisory Operations Rep	1			1
Sr Brokerage Svcs Rep	2			2
Sr Comm Support Svc Assoc	2			2
Sr Commissions Customer Service Representative	1			1
Sr Compliance Analyst	2			2
Sr New Accounts Rep	1			1
Sr. Client Support Specialist	1			1
Sr. External Technology Solutions Specialist, NPH	1			1
Sr. Workflow Specialist	1			1
SVP & COO, SII			1	1
SVP, Operations, NPH			1	1
Systems Reporting Analyst	1			1
Team Lead, Advisory Operations	1			1
Team Lead, Commissions Rep Maintenance		1		1
Team Lead, Data Integrity	1			1
Team Leader, New Account Svcs	1			1
VP, Compliance, SII	1			1
VP, Products & Services		1		1
VP, Sales Supervision			1	1
VP, Strategic Business Reporting & Systems Analysis			1	1
Workflow Specialist	1			1
<b>Grand Total</b>	<b>56</b>	<b>17</b>	<b>8</b>	<b>81</b>